



SOLAR *Strengthening Operations for Learning And Results*

SCORING LEVEL DEFINITIONS

LIMITED	ADEQUATE	STRONG	EXEMPLARY
The rating is limited if the staff member demonstrates ineffective skills and incomplete knowledge associated with the indicator.	The rating is adequate if the staff member demonstrates some skills and developing knowledge associated with the indicator.	The rating is strong if the staff member demonstrates very good skills and solid knowledge associated with the indicator.	The rating is exemplary if the staff member demonstrates outstanding skills and comprehensive knowledge associated with the indicator.
The staff member's skills related to this indicator are very weak. The staff member's skills related to practice are lacking and reflect insufficient knowledge. The staff member is unable to communicate a rationale about practice related to this indicator.	The staff member's skills related to this indicator are sufficient. The staff member's skills related to practice are inconsistent and reflect emerging knowledge. The staff member is able to communicate an incomplete or partial rationale about practice related to this indicator.	The staff member's skills related to this indicator are sound. The staff member's skills related to practice are very consistent and reflect key knowledge. The staff member can capably communicate a rationale about practice related to this indicator.	The staff member's skills related to this indicator are consistently exceptional. The staff member's skills exceed expectations and reflect far-reaching knowledge. The staff member regularly and articulately communicates with other staff and parents to build their understanding about the rationale related to this indicator.



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